

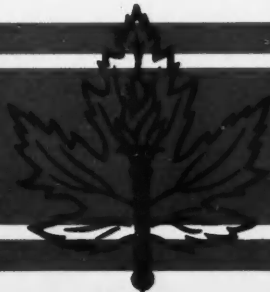
CANADIAN

*Welfare**March 1*

CANADA PLANS SOCIAL SECURITY  
NATIONAL PHYSICAL FITNESS  
PROVINCIAL DEVELOPMENTS  
GUIDANCE IN EDUCATION

MARCH 1  
1945

VOL. XX  
No. 8



Canadian Welfare Council  
OTTAWA - CANADA

## *Contents*

	Page
Our National Opportunity . . . . .	2
Agenda for Action . . . . .	3
Social Service and the Soldier . . . . .	7
Canada's Human Resources . . . . .	10
Co-operation in Action . . . . .	15
Social Welfare in Saskatchewan . . . . .	16
War-Time Psychiatric Service . . . . .	20
Le Centre Communal . . . . .	22
Guidance in Education . . . . .	24
News from the Provinces . . . . .	29
Social Security in the Eighteenth Century . . . . .	33
Book Reviews . . . . .	35







## *Our National Opportunity*

IT IS AN historical fact that war, with all its tragedy, destruction and disruption, yet brings in its train a multitude of new and constructive devices and much that is progressive and of good repute in the general field of community life. There are, of course, the easily recognized social by-products of war, such as full employment and its consequent lessening of economic pressure. Less obvious perhaps in relation to a world at war is the public's recognition of the need for improved general community health, both physical and mental, and the importance of establishing at least minimum standards of protection and security for the aged and infirm, the unprotected young, the disabled and indigent members of the population.

That governments on all three levels have recognized this desire of the people to have such health and welfare services made available on a wide basis is to be noted in the various programs which have been evolved in the Federal and Provincial fields following blueprints forecast in official pronouncements.

The formation of a Federal Department of National Health and Welfare, the function of which is described by its Minister elsewhere in this number, and new and effective protective services in the health field which have been developed by several of the provinces are indications of the intention to make social security and positive health an integral part of the public program. Most significant of all, perhaps, is the really amazing growth of knowledge and understanding of welfare needs and services on the part of the ordinary citizen. Today the terms relating to social security and welfare matters, until recently the exclusive property of the social worker, are noted in the daily press, on the air and have even penetrated the remote fastnesses of Hollywood and the modern novel.

The Services have had no small part in effecting this understanding. The recognition on the part of their medical and other authorities that more is implied in the creation of a good fighting man than mere bodily physique has caused the general public to be conscious of the need for selective placement, counselling and the recognition of the individual in the process of re-establishment, and to relate the value of that program to civilian personnel also.

That the Canadian people want a more complete and available preventive and remedial health service and that they wish to see social security measures established which will enable citizens to have opportunity to secure for themselves and their dependents decent standards of living and opportunity for growth and development is accepted. The fact that they are also recognizing the importance of the intangibles, the place that play, group inter-relationships and cultural development must have in the full development of personality is an encouraging sign and a challenge to both public and voluntary services. Never in the history of social living have such opportunities faced legislators, public servants, volunteers and professional social workers.

## Contributors to this Issue

Before his election to Parliament in 1940 for St. Lawrence-St. George Division of Montreal, the Honourable Brooke Claxton, K.C., specialized in insurance and copyright law in the city of Montreal, and was an associate professor of law at McGill University. He was Parliamentary Assistant to the Prime Minister at the time of his appointment as Minister of National Health and Welfare.

Mr. Claxton has represented Canada at the Institute of Pacific Relations and at the Council of U.N.R.R.A.

He is a veteran of World War I.

\* \* \*

Prior to July 1, 1944, when he became Director of Guidance for the Ontario Department of Education, Mr. H. R. Beattie, B.A., had been a teacher or principal in Ontario's elementary and secondary schools for seventeen years. As Director of Career Planning in Hamilton, he set up the initial organization for guidance in that city and in London he organized a city-wide system of guidance. Mr. Beattie is a graduate of London Normal School and the University of Western Ontario and did post-graduate work in vocational guidance at Harvard Graduate School of Education.

\* \* \*

Major-General Alfred E. Walford was appointed Deputy Assistant Adjutant-General of a

Canadian division in 1939. He proceeded overseas in December and in 1940 was made Assistant Adjutant and Quartermaster-General of the Canadian Corps. In April, 1943, he became Deputy Adjutant and Quartermaster-General of the First Canadian Army, which post he held until September, 1944, when he was promoted to his present rank and position.

\* \* \*

Major Ian Eisenhardt graduated from the University of Rennes in France, later returning to his native Denmark for post-graduate courses in physical education. He later travelled extensively through Europe, further studying youth training methods and physical education.

Coming to Canada in 1928, Major Eisenhardt was engaged as Playground Instructor by the City of Vancouver and in 1934 became Director of Physical Education for the Province of British Columbia. In 1944, when the National Physical Fitness Act was passed, he was appointed National Director.

\* \* \*

The Minister of Social Welfare and Provincial Secretary in Saskatchewan's C.C.F. Government, the Honourable O. W. Valteau, is of French Huguenot, United Empire Loyalist descent.

Mr. Valteau was first elected to the Legislature in 1938 for the rural constituency of Melfort.

# Agenda for Action

HON. BROOKE CLAXTON, K.C.,

*Minister, Department of National Health and Welfare*

**H**EALTH and welfare are words to conjure with. They are the things that every man wants for himself and his neighbour. They are the things that every mother seeks for her child, above all else. Because of this, formation by the federal government of a Department of National Health and Welfare can be regarded as an important signpost on the road to a greater Canada, a Canada which will offer its people a higher degree of security and, best of all, wider opportunities.

The growth of government's interest in social welfare has been slow but it has been steady. In the last few years several provincial governments have set up separate welfare departments. The establishment of a federal department is proof that social welfare as a function of government has come to stay.

In the past, the spectre of want could be kept at bay by the bounty of a few philanthropists. In the complex, mechanized world in which we now live it has been shown that the problem has become too big to be handled in such a way. More than unpredictable budgets based on voluntary subscription are required to give the people a sense of security; to free them from the fear of disability, ill-health and poverty. Government assistance has been necessary and

this has resulted in the establishment of old-age pensions, mothers' allowances and more recently, unemployment insurance.

While the system of relief payments introduced in the depression years does not provide a happy memory, nevertheless it taught us the lesson that resulted in the introduction of contributory unemployment insurance in 1940 at a time when employment was at a high level and a large insurance pool could be built up.

Unemployment Insurance, administered by the Department of Labour, was a very progressive and very necessary step. The passage of the Family Allowances Act in 1944 is another stride forward in the march of progressive legislation. First on the new Department of National Health and Welfare's agenda for action, is the implementation of this Act.

Family Allowances will provide the children of Canada with a measure of security regardless of what befalls their parents. Generous though the Allowances are in relation to family allowances in other countries, they are neither large enough to take financial responsibility off parents' shoulders nor to sap their initiative. Monthly payments will be made on the following scale: Children up to six years, five dollars a month; children from six to nine, six dollars; children from ten to twelve, seven dol-

lars and children up to sixteen, eight dollars. After the fourth child the allowances are reduced as follows: One dollar less for the fifth child, two dollars for the sixth and seventh, and three dollars for each additional child.

This family allowance scheme is not designed to assist wage-earners who are already benefitting by income tax exemptions but to help those in the lower income brackets. As every welfare worker knows, many of them—particularly those with a number of children—are in need of some form of assistance.

The Prime Minister in his Speech from the Throne in January, 1944, forecast not only family allowance legislation but also contributory health insurance and a contributory old-age pension scheme. It is proposed that, in order to develop a reasonable national standard of health insurance, grants-in-aid be made to each of the provinces to assist in the establishment of health insurance. Details of this plan are still under discussion. Obviously they can only be worked out on the basis of suitable arrangements with the provinces. In the Speech from the Throne proroguing Parliament in January, 1945, the government reiterated its intention to proceed with contributory health insurance including health grants for preventive medicine, as well as with contributory old-age pensions, as soon as these arrangements can be made. The government also reaffirmed its intention of calling a Dominion-Provincial Conference

as soon as possible after the next general election. It is hoped that definite steps forward may be made this year, with these two great measures.

Under the contributory old age pension scheme which is being studied it would be possible to pay higher pensions and pay them at an earlier age. In the meantime the Old Age Pensions Act, which has been under the jurisdiction of the Department of Finance, is being transferred to the Department of National Health and Welfare. Old-age pensions have formerly been regarded as a purely bookkeeping job. Seventy-five per cent of the pensions are paid by the federal government and twenty-five per cent, plus administration costs, are paid by the provincial governments. We intend to discuss with the provinces ways and means of bringing a new quality of service into the administration of pensions. Pensioners, it is recognized should not be regarded as so many ciphers in a ledger but rather as human beings beset by the frailties and problems of old age. Old age pensions must be regarded as an integral part of an over-all social security system.

We are fortunate in having Dr. George F. Davidson as Deputy Minister of Welfare. His long experience in both public and private welfare agencies will be invaluable in giving guidance as to the proper integration of existing and developing services.

In the field of health, the new department has inherited many valuable projects from the old

Department of Pensions and National Health and the extension of its services will be in the capable hands of Major General G. B. Chisholm. General Chisholm's experience as Director General of Medical Services for the Army and his pre-war position as a practising physician and later as a staff member of the Institute of Human Relations at Yale University, give him the best possible background for a department charged with duties in both the health and welfare spheres.

The responsibilities of the Health Branch are very extensive. One of its divisions deals with the administration of the Food and Drugs Act which guards against adulteration of food and ensures honest labelling and advertising. The Narcotics Division works closely with the Royal Canadian Mounted Police in controlling the illicit traffic in narcotics. The Department also has a Quarantine and Immigration medical service and looks after Marine hospitals, while another Division, that of Public Health Engineering, is largely concerned with sanitation in government buildings and government-controlled areas.

The Division of Venereal Disease Controls, re-established last year and working closely with the three armed services and various other organizations, including the Canadian Welfare Council, has co-operated recently with the provinces in instituting educational and control measures.

Another project of the Department and one that will be ex-

panded is health supervision of civil service employees. Last year free examinations and an X-ray survey concerning pulmonary tuberculosis was conducted among employees and further health work of this kind is under consideration. It is intended to furnish proper professional medical and health services to all the departments and civil servants of the government.

The work being done by Nutrition Services is known to welfare workers as its general object is to raise the standard of health and efficiency in Canada through improved dietary standards. This division of the Health Branch has concentrated much of its attention on war plants where efficiency on the part of the workers is vitally important. Contact has been maintained with 1,000 plants and nutritional advice given to their management.

A useful liaison with provincial health authorities has proved of mutual benefit and the growth of Nutrition Services' educational work since its inception in 1941 can, to some extent, be measured by the fact that it has distributed, on request, nearly 2,000,000 pieces of printed material during the past year.

Child and Maternal Hygiene has long been a concern of the federal health authorities, a field in which the Canadian Welfare Council is also vitally interested. The Division reports that during the war years from 1939 to 1943 a reduction of 33% in maternal mortality rate and an 11.4% decline in infant mortality is shown.



This impressive decrease is attributed, not only to scientific advances but also to the fact that under war conditions more children have been born in urban centres where proper medical care is available to mothers. This highlights the value of education in natal and pre-natal care and adds evidence to the fact that along with education must come the development of well distributed medical, nursing and hospitalization facilities throughout the country, if continued decrease in mortality is to be maintained.

A new project in the Health Department, and one which also requires the co-operation of private agencies, is the physical fitness program now under way. A National Council on Physical Fitness has been set up as result of the National Physical Fitness Act passed in 1943 with its paid director established in the Health and Welfare Department.

Passage of the Act was assisted by the fact that a large proportion of young men and women examined for military service were in low medical categories. Physical fitness instructors found that while many trainees were enthusiastic sideline spectators, they had never taken part in games themselves. A few months of physical training in the army resulted in better health and this suggested that more attention to athletics and healthful recreation in civilian life was indicated.

As a beginning, the government voted the sum of \$250,000 to be spent in Canada in 1944 and of

this sum, \$225,000 was earmarked for those provinces willing to co-operate in the establishment of recreational activities and projects. So far, agreements have been signed by the provinces of Alberta, British Columbia, Nova Scotia, Saskatchewan, Prince Edward Island and Manitoba, while New Brunswick and Quebec have expressed a desire to join in 1945.

Family budgets of \$1,200 and less obviously do not leave much money for extras and in the past it has too often been the case that Canadians have been precluded from taking part in games and sports, owing to lack of funds. It is hoped that through the activities of the National Physical Fitness Council, this situation will be remedied and that in the future, parks and recreation centres, swimming pools and summer camps will be established.

Even in the field of increasing employment and income, the Department will play an important part through the distribution of income and purchasing power by such measures as family allowances.

In pursuing its health and welfare policies, the Department intends only to render services that cannot be as effectually done by other agencies. In order to promote the well-being of the people as a whole it will co-operate with and assist the provinces, municipalities and private agencies in their activities. In this latter group, child and family welfare organizations are the keystone to future success.

# Social Service and the Soldier

MAJOR-GENERAL A. E. WALFORD, C.B.E., M.M., E.D.,

*Adjutant-General of the Canadian Army*

**D**URING the past five years it has been my privilege to live and work with Canadian soldiers serving in the United Kingdom and Europe. Out of such an experience one develops some very definite conclusions. One of the strongest of these is the importance to the morale of the soldier of assurance as to the well-being of his loved ones. This concern is not initiated by specified problems which may come to his attention from time to time, but is basically a longing for positive assurance that all is well, rather than for negative assurance that no news—of trouble—is good news. He visualizes his home, or he would like to visualize his home, as a secure and continuing entity in which he still holds a place, the leading place, although he is physically absent, and where although his absence is felt, his family is able to carry on without worry or difficulty.

Because this subject is the main concern of the soldier, it is natural that it should fundamentally affect his morale. No unit can be an effective fighting unit whose members are harassed by personal home problems. Maintenance of a secure and satisfactory condition at home, and the knowledge by the soldier that such is the case, therefore, play a very important

part in the fighting effectiveness of any formation.

Before considering the place of social science in the overall military program, I should like to make clear that there are two quite separate and distinct fields in which social service, using the term in its broadest sense, has an important place.

The first is concerned with the welfare of the family of a soldier who is serving away from home, particularly when he is serving overseas in a combat theatre.

The second is assistance to the returned soldier who is retaking his place with his family.

In dealing with the first problem, the variety of problems which arise is so tremendous as to defy classification. There is, however, one feature common to all of these problems. The soldier feels that the problem would quickly and satisfactorily be solved were he able to visit his family and deal with the situation personally. This is a natural, understandable and proper attitude, yet leave is quite impossible in most cases. Limitations of transport, if no other reason, restrict the number of cases in which compassionate leave can be granted to a very small proportion even of those where compassionate leave is applied for. The soldier must in the vast majority of cases have the problem dealt with on his behalf by other peo-

It is regretted that this article, intended for the January issue was received too late for inclusion.—Editor.



ple. A satisfactory solution to any of these problems involves two requirements. The first is to find a sound solution to the problem and apply it, the second and equally important, to inform the soldier promptly and fully of the action taken and of its result. No matter how satisfactory a solution may be to the soldier's family it carries no comfort or assurance to him until he knows of it. He must be kept informed, promptly, that his problem is known and is being coped with.

This field offers unlimited opportunities to the competent social service worker. There is, of course, in many cases a natural resentment at the interjection of a stranger into a problem which often is a very personal one. The approach to the problem must be so sincerely sympathetic and so obviously helpful in its intention that the assistance offered will be gladly received and appreciated. It is equally important that the family of the soldier shall tell him of the assistance which has been received, and of the satisfactory results which flowed from the interest and activities of the social worker.

It is essential in approaching these problems to understand clearly the soldier's attitude, for it is as his personal representative that we are undertaking this work. To him this family problem of his, no matter how simple, no matter how easily solved, no matter how it arose, is the most important thing in the world at the moment. He is interested only in one thing,

and that is an adequate solution—known to him. He will be sympathetic toward good intentions, but quite impatient if they are not associated with energetic and effective efforts. He will be appreciative of sympathy, but will not be grateful for anything but a satisfactory solution. He will expect the problem to be approached with sympathy and understanding, as he himself believes he would approach the same problem. The efficiency of the work done must be very carefully concealed and overshadowed by the obvious sympathy with which the task is approached. Your methods must bear the mark of human understanding rather than of scientific achievements.

The second field in which our social service must function is still quite limited. Demobilization is on a relatively small scale, but even that volume does give us a valuable opportunity for testing and improving our technique to meet the larger future problem. The soldier while away from home has probably built up a dream conception of his home and his community closely related to the home and community from which he went overseas. He is likely to expect the experience of his family to have enlarged as has his own, but in many cases this will not be so. It will be anything but easy for him to slip back into civil life and to take up where he left off. Readjustment to Canada and to home life will prove a shattering and difficult experience to a large number of veterans and to many

families. They have for several years been leading lives quite different from those of their families. The development of their mentalities and interests have been along divergent lines and will require careful reorientation. A lack of understanding of these factors will often lead to disillusionment and sometimes to bitterness for on returning to Canada the soldier will find the atmosphere quite unfamiliar. There is no visible sign here of the death and destruction and suffering which he has seen on all sides while overseas. He has lived through a very difficult experience, but one in which he has also seen human nature at its superb best, inspired by the necessity for realism when living actually in a war zone. That has not been the case in Canada. War sacrifices here have been the loneliness of separation and often bereavement. The evidence of these are locked in people's hearts and often concealed behind a brave exterior which successfully cloaks the real depth of sacrifice being made by some individuals.

This situation will pose a most difficult problem for the social worker. It will call for the application of a variety of methods each suited to an individual case. There must, however, be the common feature of human understanding and sympathy in all of them. Unless you can establish a warm, human, relationship with the soldier and his family you will never have the opportunity of helping them in those problems.

The returned soldier will have earned for himself the right to believe that he is one of the finest of Canada's citizens. For years he has subordinated his personal interests and conveniences to the requirements of the team of which he was a part. He has become accustomed to warm, human companionship from his comrades, to complete frankness, to simple practical direct methods in solving problems, to meeting each task as a member of a team. Facing a competitive life as an individual will be a difficult and frequently disillusioning experience. I repeat again that your methods must bear the mark of human understanding rather than of scientific achievement if your good intentions are to be translated into practical assistance.

The returned soldier expects to be accepted by his community, as an honoured member who has made a notable sacrifice, but he does not wish to occupy a special position nor to enjoy any special privileges. He does expect that adequate arrangements will have been made for him to pick up the threads of his previous life or of such new occupation as he intends to follow. He also expects that he will be generously assisted to overcome the handicaps imposed by his long absence in the service of his country and humanity. It will not be enough to have made such provision. We must see that our comrade returning to civil life is helped to take full advantage of these arrangements.

# Canada's Human Resources

MAJOR IAN EISENHARDT,

*National Director of Physical Fitness*

OUR BOYS who have taken basic and advanced training in any of the three Services are feeling much the better for it. They are tougher, stronger and enjoying life more. Colonel Rowntree, Chief of the Medical Division of National Selective Service in the United States, recently said: "Our American boys are soft and flabby". So are Canadian boys when entering the Service.

"Why," our boys say, "does it take a war to give us this feeling of WELL-BEING, this feeling of USEFULNESS, this feeling of being WANTED? Why suddenly this CARE on the part of Canada?"

There is no other answer than "We have failed miserably towards our youth". As our material wealth grew stronger, our human resources grew weaker. There is no denying it . . . our homes have failed . . . our schools, universities and communities have failed to provide the incentive for participation in sports and games. We became a sport-hero-worshipping race and we started to believe that the results of our athletes at the Olympic Games mirrored the whole nation.

There were people in Canada who saw where we were going, but they were voices in the wilderness. Dr. C. M. Weir, Minister of Education in British Columbia, started

a physical fitness scheme, ('34) which met with a great response.

Dr. Lamb of McGill University ('37) stated that Canada as a nation was becoming physically bankrupt.\*

The direct cost of illness in Canada is approximately \$300 million per year; 88 million sickness days per year. A terrific carelessness, indifference and wastefulness on the part of all of us; 50% at least preventable.

Personally, I toured the country from coast to coast urging greater participation in sports and games, and that more emphasis be placed on physical education in the schools and colleges. Nothing much was done . . . and that was during a time when Germany, Italy, Japan and Russia put emphasis on youth. Hitler used to say, "The country that has the youth holds the future".

It took the war to really show us up. Of 1,064,688 men examined under the National Selective Service Mobilization Regulations, 264,600 (24.8%) were placed in Medical Category E. And United States, with its super-athletes, arrived at the same disheartening results when they called their men to the colours.

The Journal of the American Medical Association in an article

\*See also *National Physical Fitness—A Duty and an Opportunity*, by A. S. Lamb, B.P.E., M.D., Director of Physical Education, McGill University. March, 1944, *WELFARE*.—Editor.

entitled "Causes of Rejection and the Incidence of Defeats Among 18 and 19 year old Selective Service Registrants" reveals that the rejection rate was 23.8%. Among farmers the rate was 36.4%.

The Services are giving excellent physical training now. The Army has a sports program called "To Keep the Fighting Soldier Fighting Fit". Recently a boxing tournament in the Army attracted over 15,000 boxers and the next activity run off—the cross country—had more than 40,000 soldier competitors.

But, not only must our young people be fit for military duty, but we who stay at home must be stronger and feel better in order to carry the burden of double duty in behalf of the absent ones. "In Winnipeg not long ago, hundreds of jobs remained unfilled because of physical unfitness" stated H. R. Richardson from the National Selective Service.

The National Physical Fitness Act sponsored by the Honourable Ian Mackenzie, former Federal Minister of Pensions and National Health, is the answer to our great national problem.

No one need be afraid that this is another "Strength through Joy Movement" or just an American C.C.C. plan. There will be no compulsion and it is not a plan for "foot-loose youth". The N.P.F.A. is the opening gun for a crusade for more fresh air and sunshine for all Canadians. The National Physical Fitness Act is based on the belief that national freedom and personal liberty can best be maintained by

a people physically strong, mentally alert and spiritually disciplined. It is hoped through this Act to instill in Canadians a desire for greater physical fitness and maintain the enthusiasm for Canada during peace in that general vigour we have shown during these wartimes.

The present financial allotment of \$225,000 distributed to the provinces on a per capita basis, to be matched by the provinces and the \$25,000 for headquarters in Ottawa, was for the setting up of necessary machinery and to make plans for the future. This allotment, of course, to be of any effect, must be increased tenfold.

The National Council on Physical Fitness has met three times with representatives from all provinces present, and has mapped out the following policy:

"It shall be the policy of the National Council to bring to the attention of the Canadian people measures designed for the improvement of National Physical Fitness. The Council will also, where possible, apply such measures through appropriate provincial authorities, and when required in the public interest, will undertake or co-operate in National undertakings."

Among the recommendations for promotion of better health in Canada which the Council has made are the following:

"Summer camps for all children of Canada" (also rural populations) using our National Parks and beaches. In such camps, a good nutrition program, and sports and games program will be undertaken.

"Mass participation in sports and games" with emphasis on need of the individual rather than how GOOD an

athlete he is. From masses will come the better competition.

"More emphasis on physical education in our schools and colleges". Already two Governments in Canada, Nova Scotia and Prince Edward Island, have decided to apply the Physical Fitness Act through the schools.

"Make our communities more recreation conscious" and through a post-war building program make facilities available for our citizens.

"Teach all Canadians to Swim". Yearly drownings in Canada amount to close to 1,000.

"Training men and women at present in the forces to act as leaders in the post-war era". From five to six thousand leaders are needed to make this program effective."

These are just a few of the plans we have for better physical fitness, and it will not be done overnight, but will probably take between five and ten years.

Russia, through its labour and defence clubs, its parks of culture and rest, has proven to the world more than any other country, that a nation can in a short time rise from a low standard of health to a very high one through application of sports and games and physical training. Before 1914 there were in Russia only 250 sports clubs with some 30,000 members in that entire vast country. In 1940 there were 50,000 clubs with nine sports universities and fifty technical clubs from which 10,000 physical culture instructors were being graduated annually and sent across the country to train the people in all types of sports. In contrast to the six football clubs that existed in the whole of Russia in 1914, there are now 600 such clubs in Moscow alone. There are over

1,000,000 registered soccer players; over 35,000,000 Soviet citizens engaged in sports before the war and in 1943 over 8,000,000 skiers took part in ski-coaching. There is no doubt but that the agility shown on the part of the Russians reflects in some way the tremendous advance in regard to participation in sports and games and recreation.

Canada's population as of June 1st, 1942, was 11,636,872 (exclusive of Yukon and N.W.T.). We have no exact figures as to the number of people engaged in sports and games during that year, but if we can draw our conclusions from the fact that many of our recruits in the Navy, Army and Air Force showed complete ignorance of some of our National sports, one can readily see that a great majority of our population never indulged in games at all. Sometimes one points with pride to "the glory that was Greece" but it must always be remembered that in ancient Greece, it was only the free people who participated in sports, the slaves did all the work.

The National Physical Fitness Act can only be as strong as the individual. In the provinces where the Act is in operation, an individual person should find out where activities are conducted and then make arrangements to attend such activities. If organizations are interested in assisting, they should find out from the Provincial Department of Education or Health where they can best fit in.

In provinces which as yet have not signed with the Dominion Government, an individual or an



organization interested in the new National Physical Fitness Act should consult with their provincial Department of Education or Health as to what activities are carried out in their province in which they could participate.

The schools in Canada provide the children with tools for living:

*"To each is given a bag of tools  
A shapeless mass and a book of  
rules  
For each to fashion ere life has  
flown  
A stumbling block or a stepping  
stone."*

If these tools rust in idleness in the post-school time, we still starve the personality of our young people. We accept far too readily, mental and physical inertia. Life is one continual school and we who call ourselves adults should at all times be the leaders of youth. "No man goes about a more Godly purpose, than he who is mindful, not only for the right upbringing of his own children, but of other men's children".

Under democracy the majority decides and if our young men and women are not well trained, well educated, well brought up, but are neglected, both mentally and physically, National calamities such as happened in Germany and Italy, may result. Whether the young voter in 1954 uses his vote wisely or foolishly may depend entirely on what we did to raise his general level of ability in 1944. If any parent wishes to secure the happiness of his own children, it behooves him, therefore, to do everything he can to develop the citizenship quality of all other

men's children as quickly as possible.

I believe with my whole heart that the present generation of adults is creating a different world apart for children alone; that all the planning of today is done too much for the youth and not enough with the youth. In our world today, the children play in the daytime and the adults play at night; two worlds in which the parents and the children have separate friends and speak a different language. These barriers must be overcome. Through community centres and *real* community life, it should be possible to create a third world which could be shared by all and this shared world should include most of the activities in the former two. In that way, youth eventually, as they grow older, will be able to fit into adult life in a more natural and complete way than they do today.

We do not need a war every generation to convince us that the vital possession of the nation is character.

Let us carry the enthusiasm and spirit which have preserved our country in war into our life in peace—let us make the fitness training for all arts and sciences flourish, not just in congested areas, but locally.

The glory of Greece and the Olympic games—the Roman Empire and the Roman baths—these were the centres of civilization. Is it to be said by later generations that our civilization of today centred around the juke box joints!

We must look forward to the day when, instead of a few centres of bodily and mental culture, largely confined to our overgrown centres, we may have in every community active centres of Canadian thought, life, health and

achievement, sprung from the demand of our ordinary citizens, young and old, with added zeal for this great venture of life.

The National Physical Fitness Act is the key to such a life.

---

## FEDERAL WELFARE DEPARTMENT IN UNITED STATES

ON DECEMBER 27 and 28 the faculty of the New York School of Social Work held its annual Christmas conference, devoted this year to the question of a Federal Department of Welfare. . . .

Miss Wickenden, representing the American Public Welfare Association, was invited to present to the group the Association's proposals with respect to reorganization in the welfare field. She expressed her personal opinion that promotional activity looking to a department with cabinet status in these related fields of community service was a desirable method of stimulating renewed interest in them and ultimately assuring that they would take their rightful place at the forefront of governmental responsibility. It was pointed out that even if the Federal Security Agency were to be expanded and promoted to cabinet status, it would not solve the pressing need for integrated comprehensive leadership in the field of public welfare at the federal level. There would still be need for an operating unit within that Department which could give leadership to the welfare field in the administrative and professional sense of the term.

The present scattering of responsibility in the Bureau of Public Assistance, the Children's Bureau, Agriculture Department, Federal Works Agency, and others not only runs counter to the developing concept of public welfare as an integrated program of assistance and social service, but makes it impossible for any one agency to assume the responsibility for developing broad programs and policies in this field. Reference was made to the difficulties experienced by state and local welfare departments in endeavouring to develop an integrated approach to the public welfare needs of their own communities under the policies and requirements of three or more independent federal agencies.

The value from a professional point of view of centering welfare leadership in a single agency which could act as a source of professional guidance to other federal departments touching indirectly on the welfare field was also stressed. Miss Wickenden cited the practice in the medical field where public health officers are assigned by the U.S. Public Health Service to such agencies as Farm Security and the War Relocation Authority to guide them on professional questions. She further described to the group the Association's recommendation that there be created within the Federal Security Agency or a new Department, if such is set up, a Public Welfare Administration which would assume comprehensive responsibility for leadership in the welfare field including the administration of all welfare programs such as public assistance and child welfare in which the Federal Government participates.

—A.P.W.A. *Letter to Members*, January 25, 1945.



# Co-operation in Action

[[ NELL WEST,  
*Director, Women's Voluntary Services*

**A**N INVITATION for volunteers to lend a hand in one of the biggest administrative projects yet undertaken by any department of Government, was channelled by the National Office of W.V.S., Department of National War Services, to local volunteer groups.

Early in January, the Minister of National Health and Welfare, in a communication to the Minister of National War Services, stated that the regional family allowance offices would face the task of handling a heavy flood of applications for a two or three week period following the date the application forms were distributed through the postal carriers, and that W.V.S. by providing volunteers to open and sort these application forms as they came in would perform an important service.

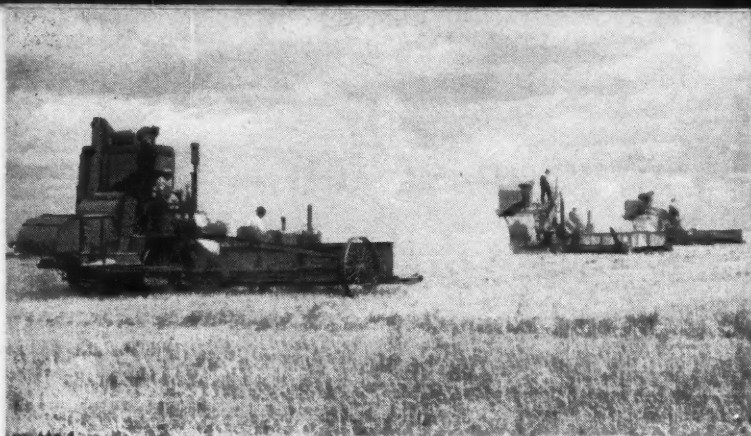
Prince Edward Island, chosen as the experimental administration unit, got under way February 1st, the local Red Cross Corps of Charlottetown willingly providing the volunteers. Ten thousand forms were distributed through the postal carriers and at the end of the first week seven thousand had been returned and the corps volunteers, attending an afternoon or evening shift of three hours from Monday

to Friday, had opened and completed the initial sorting.

As one of the functions of W.V.S. is to seek to widen and promote the field of voluntary activity in the community, it was gratifying to find an area of service where the volunteer could so satisfactorily meet this function. It is possible that in the development of social security measures, including family allowances, we have an illustration of what may be the future pattern of the joint association of voluntary and technical workers. These services, of necessity, will require a fairly large administrative staff, but in its initial stages it would be obviously poor economy and waste of manpower, as rationing has so well proven, to employ large clerical staffs to do the preliminary sorting and channelling work.

The importance of this work, however, can best be appreciated if we visualize what it means to an administrative staff to have 465,000 envelopes opened and initially sorted before reaching them for final checking. Such a task will be undertaken by the W.V.S. in Toronto next month.

This voluntary service has a further significance in that a large group of public-spirited women are made more fully aware of the value of such social measures.



## Social Welfare in Saskatchewan

HON. O. W. VALLEAU,  
*Minister of Social Welfare*

THE Province of Saskatchewan comprises 251,700 square miles, of which approximately 100,000 square miles are settled. Population by the 1941 census was 895,992. There are 8 cities with a total population of 158,194 and 83 towns with a total population of 64,695. Village, hamlet and rural population total 673,103 or an average of 3.77 to the square mile. Even in the rural areas the density of population varies considerably. The municipal organization of the province is well advanced. In addition to the cities and towns noted above, there are 392 organized villages and 303 organized rural municipalities which maintain a self-governing organization within the powers conferred by the respective municipal acts of the province. In addition, there are 83 active Local Improvement Districts which are generally the same size as a rural municipality but which have not organized as a self-governing muni-

cipality. Administration is carried on in the L.I.D. by an officer appointed by and responsible to the Department of Municipal Affairs, and the officer's powers and duties are very similar to those of a municipal council.

While the rural municipalities are approximately equal in size, the population and assessment vary widely, population ranging from 408 to 4,696, and assessment from \$510,157 to \$7,647,274. To further complicate matters, these variations from high to low in population and assessment do not occur side by side, but rather the reverse, so that per capita assessment in the rurals range from \$294 to \$5,450. In the L.I.D.'s the per capita assessment ranges from \$667 to \$2,523.

While this article is primarily concerned with Social Welfare problems which, in Saskatchewan, are administered by a department and minister other than Public Health, yet in view of the foregoing state-

ments on population and assessment, it would seem advisable to deal briefly with health administration.

In Public Health as in Social Welfare the wide variation in resources has made it impossible for the various municipalities to establish and maintain even a reasonably uniform standard of medical services to their residents without a wide disparity in taxation. In spite of this, about 100 of the rurals and about 70 of the towns and villages are providing either medical or hospital care, or both, for all residents. Medical care is given through the medium of the municipal doctor who works on a salary basis, and hospitalization is usually taken care of by contract between the municipality and the hospital, although a very wide variety of contracts are being used for the provision of both medical and hospital care. All municipalities are of course responsible for the care of their resident indigents. However, the province is carrying an increasingly heavy load of health services. This is being done for several reasons. For example, some health work requires province-wide action. The province can provide a more uniform standard of care, and the cost is more equitably distributed. Among the provincial services provided are included:

*Tuberculosis:* Diagnosis and full treatment at three sanatoria.

*Venereal Disease:* Diagnosis and treatment without charge in public clinics; drugs supplied free to medical practitioners.

*Poliomyelitis (Infantile Paralysis):* Corrective treatment given patients with residual paralysis at government clinics in two centres free of charge.

*Cancer:* Diagnostic and treatment services provided at government clinics in two centres; surgical treatment soon to be added to these free services.

*Mental Illness:* Free diagnostic and treatment services provided at two provincial mental hospitals.

*Old Age Pensioners:* Full provision for medical care and hospitalization for pensioners and their wives or husbands.

*Neglected and Dependent Children:* Full medical and hospital care to both mothers and children benefitting from Mother's Allowances, and wards of Government and Children's Aid Societies.

*Blind:* Full medical and hospital care to all blind pensioners.

*Resident and Transient Indigents:* (who have no municipal residence). Free medical care to transients and those without municipal residence.

The Provincial Government has also found it necessary and desirable to assume a portion of the cost of social welfare service. The provincial portion of the old age pension is paid entirely by the province. The number of pensioners who are resident in the province of Saskatchewan at the present time is approximately 13,000. In addition to this we pay either all or a portion of the pension for more than 4,000 pensioners who reside outside the province of Saskatchewan. The maximum pension

at the present time is \$25 a month, although we hope to be in a position to grant an addition to this amount in the comparatively near future. The average pension at the present time is \$24.70. The fact that our average pension is very close to the maximum is due to a large extent to the more generous income allowance which has been established in recent months. When the income allowance was raised from \$365 to \$425, it resulted in an increase in the pensions of 4,100 people. At the present time our applications for pension are averaging about 250 a month. It is our belief that a considerable number are making application for pension at the present time because of the fact that the department no longer places a caveat on property where the value is less than \$2,000; nor do we make any attempt to recover pensions either from the pensioner or his heirs where the estate is less than \$2,000.

Provision is also made in Saskatchewan for the payment of the pension to the blind, commencing at the age of 40 years. The number of those who are receiving the blind pension at the present time is 332.

The work of the Child Welfare Branch is also very extensive. At the present time we have approximately 1,306 wards of the Provincial Government and we are paying mothers' allowance on behalf of 5,189 children. The mothers' allowance is being paid entirely by the Provincial Government. In this province it is regarded as a supplementary allowance and it has never been contemplated that

it would provide complete maintenance for the mother and family. We do not expect mothers to leave their homes and work in order to provide additional subsistence for their families. We think that the most valuable contribution that a mother can make to society is to remain at home and take proper care of her children. We therefore make provision through our Social Aid Branch for such additional assistance to these mothers and families as is necessary to provide full maintenance.

Our rates at the present time provide for the payment of \$15 monthly for the first child, \$10 for the second and \$5 for each additional child. In the case of wards of the Government the province does make a charge of \$3.50 per week against the municipality. This does not cover the cost of maintaining the wards, but the province assumes all extra costs. The charge is not made after the child has been placed for adoption or where the child is living in a provided home at no cost to the department. The department is, of course, responsible for all medical costs, and this is continued until the age of twenty-one.

In previous years it has been the practice of the department to place a caveat against the property of the mother or children in receipt of mothers' allowance. This practice has been entirely discontinued. All caveats and all charges are being withdrawn. This policy applies not only to those who are now in receipt of the mothers' allowance but also applies on

claims which were in existence at the time when the new legislation was passed in November, 1944.

While there has been a scarcity of trained social workers in the employ of the Government, we are taking steps to remedy this, and at the present time four of our employees with experience in Child Welfare work are taking a course at the University of British Columbia and are receiving half pay from the government while taking that course. We hope to be able to continue this policy and eventually build up a staff of fully trained social workers.

The duty of the Social Aid Branch is to assist the municipality in caring for those people who because of physical or mental disability are unable to care for themselves, and who do not qualify for assistance under the old age pension, blind pension or Child Welfare Department. This department does not supersede the municipalities but operates in co-operation with them. We still recognize the primary responsibility of the municipality for the care of its indigent residents, but in order again to equalize cost, the branch contributes fifty percent of all subsistence which is issued by the municipality, but the municipality still handles the administration of social aid and then makes a claim upon the branch for a refund of fifty percent of its expenditures. While there has been some suggestion that the province should assume all of this cost and should administer it entirely from a central point in the province, we are

very reluctant to take this step. We believe that there is a definite place for municipal administration and we recognize very clearly the difficulty of efficient administration over an area as wide-spread as the settled portion of the province of Saskatchewan.

We also recognize the value of the assistance which is rendered in the administration of social aid by the councils and secretaries of municipalities who are familiar with local conditions and usually acquainted with the individual circumstances of applicants for assistance. We have recently circulated through the province carefully worked out schedules of social aid which we are asking every municipality to adopt as a minimum schedule. There has been in the past considerable variation in the assistance which has been made available by various municipalities, but this has occurred largely because of the fact that the municipalities were not aware of the extent which the provincial government was willing to share in their expenditure.

In addition to those cases which are administered by the municipality, there are a considerable number who have no municipal residence and who are accepted as a 100% responsibility of the Provincial Government. The number of these is sufficiently large that the expenditures of the Branch are approximately three times the expenditure of the municipalities. While the primary purpose of the Social Aid Branch is to care for those who are unable

Continued on page 21



# War-Time Psychiatric Service for Clients of Social Agencies

MARJORIE KEYES,

*Secretary, National Committee for Mental Hygiene (Canada)*

**A**N interesting war-time experiment is being conducted in Toronto to discover ways and means of assisting case workers to deal more effectively with those of their clients who are hampered in their adjustment because of emotional and behaviour problems. The project is known as Mental Hygiene Clinical Services. It is being financed by the United Welfare Chest and is administered by the National Committee for Mental Hygiene in collaboration with the Case Work Committee of the Welfare Council of Toronto.

One phase of the experiment was initiated last March with the appointment on a part-time basis of three psychiatrists who obligated themselves to spend three-hour periods at designated social agencies and at stated intervals. These psychiatrists were requested to take every opportunity to familiarize themselves with the operations of each agency they visited, to become identified as staff members as well as consultants, and to be prepared to examine clients, to review case histories, to discuss mental hygiene problems presented by case workers, to conduct case conferences and to make home visits when such were indicated.

This plan of making the social agency the centre for certain

psychiatric work rather than the traditional practice of making it incumbent upon the case worker and client going to the psychiatric clinic seemed in theory to have certain advantages. By utilizing the social agency as the meeting ground between psychiatrists and case workers, it was presumed that psychiatrists could become better acquainted with the field of social work and that this circumstance would enhance their usefulness as consultants to social workers. It was also felt that there would be less reticence on the part of the clients of social agencies to go to these agencies rather than to clinics and that the agency setting offered greater opportunities for the participation of social workers in case conferences.

These predictions have been verified by the Toronto experience to date. And, while there is no thought of supplanting psychiatric clinics by placing visiting psychiatrists in social agencies, there is good reason to continue the latter plan as a worthwhile supplementary service.

The Toronto project will be strengthened by adding a visiting psychiatric social worker to the group and by integrating into the service a more thorough going mental hygiene training program

for the participating case workers.

As one result of this Toronto venture, there can be cited the fact that the appetites of social workers have been whetted for the attain-

ment of deeper insights into human nature and for a better understanding of emotional and behaviour problems encountered in their daily work.

---

#### SOCIAL WELFARE IN SASKATCHEWAN . . . Continued from page 19

to care for themselves, we do recognize that there are considerable numbers of people who are handicapped and unable to earn a living for themselves but who nevertheless have some earning power. In our new schedule we have made provision for this by allowing them to earn an amount equal to one-third of the food allowance and still receive a full schedule of social aid. Our department, however, does not propose to assist those who have their full earning capacity, as we recognize that in doing so we would in reality be helping not the recipient but rather the employer. We have no intention of allowing our department to be placed in a position of supplementing wages which are too low. We recognize, of course, that the time may come when crop failure or unemployment will make it necessary to provide government assistance to our people. But at that time we hope to set up another branch of the department which would have this duty to perform. We would still keep our Social Aid Branch to provide

maintenance to those who are wholly or partially unemployable.

The three branches have been combined under the Department of Social Welfare which also has administration of the Industrial School for Boys, the administration of the Government Old Folks' Home, and the task of inspecting all institutions in the province which care for old or young or needy people. By combining all of these activities under one department, we feel that we are guarding against the possibility of those who are unable to care for themselves being passed from hand to hand. It is the duty of this department to insure that anyone who applies to us for assistance is cared for before the case is considered adjusted. Our budget will run to well over \$6 mililon a year and in moving second reading of the bill setting out the department, I stated that not one cent of this amount would be spent as charity but it would be provided as a matter of right and justice and equity. The legislature accepted and endorsed that statement.



# Le Centre Communal

JEANNE DUFOUR,

*Aviseur social pour la province de Québec,  
Wartime Housing Limited*

L'INDUSTRIE moderne de guerre transporte souvent l'ouvrier dans le milieu étranger d'une ville nouvelle ou dans une cité nouvelle née du jour au lendemain autour d'une industrie érigée en pleine compagne. L'ouvrier et sa famille qui nous intéressent ici, habitent une maisonnette construite par la Wartime Housing Limited. Tous, maintenant, connaissent ces agglomérations de charmantes maisonnettes aux couleurs claires, entourées de gais jardinets et de pelouses bien entretenues.

Ces ouvriers venus de divers points du Canada ont rompu tous liens avec le petit coin de patrie qui leur était cher et familial. Les voici, maintenant, dans un centre artificiel où il n'y a aucune vie communautaire. Disparue cette cordiale habitude d'interpeller l'épicier du coin par son prénom, de prendre un "coke" chez Paul en discutant les chances de victoire de l'équipe locale de gouret, fini le bon temps où la maman pouvait laisser le bébé chez la voisine pour aller au marché.

Ces agglomérations d'habitations devenaient rapidement des centres artificiels où l'ouvrier ne retrouvait plus la vie communale — école, église, paroisse — qui est la base solide sur laquelle sa famille doit s'appuyer. Il s'en suivait un malajustement qui poussait l'ouvrier

à chercher ailleurs une vie plus en conformité avec ses besoins naturels de vie en commun, avec cette nécessité de vivre avec des frères dans une atmosphère communautaire. Il s'en suivait de graves perturbations industrielles, surtout dans les centres difficiles d'accès où la main d'oeuvre est rare.

Pour faire naître cette vie civique, la Wartime Housing Limited a érigé des centres civiques ou maisons communales, comme nous les appelons dans le Québec. Elle en a confié la charge à des aviseurs sociaux. La maison communale comprend une grande salle d'amusement, une bibliothèque, une salle de comité, une cuisine et le bureau de l'avisur social. C'est là que les locataires, hommes, femmes et enfants se réunissent, après leur journée faite, pour s'amuser, étudier ou pratiquer un art.

L'avisur social est nommé par la Wartime Housing Limited. Il est ordinairement un travailleur social. Son rôle est de conseiller, de guider et d'orienter l'agir des locataires, et cela par des méthodes démocratiques. Il n'y a aucun programme d'actions surimposé. Le choix en est laissé aux habitués de la Maison communale. La Maison communale est sous la direction d'un conseil communal composé de locataires élus par les locataires et

des représentants des divers groupes qui se servent de la salle, tels que, les scouts et les guides, le comité de la Croix Rouge, le comité de la clinique pour nourrissons, le comité de la garderie de jour, les cercles d'étude, le comité pour le progrès civique, le comité des jardins de guerre, etc. Toute nouvelle organisation est faite par les locataires. Par exemple, si l'éclairage des rues est insuffisant ou si les rues ne sont pas éclairées, le conseil communal nomme un comité chargé d'étudier la question. Ce comité fera les démarches nécessaires pour obtenir un éclairage convenable. Si les heures de départ des autobus ne correspondent pas aux heures de travail ou de messe, le conseil communal formera un comité dont ce sera le rôle d'obtenir de la Compagnie d'autobus un changement d'horaire. Ce sera la même chose pour obtenir un terrain de jeux pour les enfants ou une patinoire. Dans certains centres, les locataires, eux-mêmes, ont défriché des terrains

vagues et les ont nivelés pour faire un terrain de jeux pour leurs enfants. Ils ont même payé le salaire du surveillant.

Le seul fait, pour ces hommes, ces femmes, ces enfants de travailler ensemble pour obtenir quelque chose pour eux-mêmes est pour eux une merveilleuse leçon de démocratie moderne. Nos locataires n'attendent pas les bras croisés "que le gouvernement fasse quelque chose", ils le font eux-mêmes. Ils apprennent qu'ils ont une part de responsabilité dans la chose civique et qu'en démocratie, par l'organisation et la collaboration amicale, ils peuvent améliorer leur état de vie et que l'autorité est toujours prête à écouter leurs réclamations quand elles sont justes et raisonnables.

L'ouvrier est fier de sa maison communale. Il est surtout fier des choses qu'il obtient pour la communauté. Il est heureux de mettre la main à la besogne pour faire quelque chose dont lui et ses voisins bénéficieront.

---

**D**R. HENRY B. RICHARDSON in *Patients Have Families* deals in one chapter with the "Family in Wartime". In this he quotes from an address given by Eric Biddle before the American Public Welfare Association as follows:

"The United States will be fortunate if it learns quickly that a campaign for reducing 'non essential' expenditures is useless and dangerous generalization. British experience has proved that the expansion of social services is a positive and vital part of an aggressive war program".

Dr. Richardson continues, "Every improvement in the conditions of healthy living or in family adjustment means less illness and medical care and more efficiency in the conduct of the war".

*Vocational guidance means the gradual unfolding of the pupil's better understanding of himself; it means the opening of his eyes to the broad field of opportunity in the world; it means a selection of and a preparation for his own best field of service as a social being.*

—Davis, *Vocational and Moral Guidance*.

## Guidance in Education

H. R. BEATTIE, B.A.,

*Director of Guidance, Ontario Department of Education*

THIS TASK of guiding youth is not a simple one; in fact it is becoming increasingly difficult. Due to the complicated modern situation, it is difficult for youth to make intelligent decisions about education, choice of an occupation, human relationships and personal development. It is recognized that guidance has been done by all good teachers for many years. But so much of the work has been incidental to the other duties, that teachers through lack of time and training have not been able to do as efficient a job of it as it is possible. To make the work truly effective, organization is necessary.

But while it is almost universally recognized that guidance is a necessity of the modern world, there are two arguments that are commonly raised against the formal work of guidance in our schools. Firstly, some contend that the schools, by providing a wide basic education, are fulfilling their function in preparing the pupils for the occupational world. Secondly, others state that guidance is merely a dream of a few visionary-minded individuals who

hope by some mystical procedures, perhaps tests, to label the pupils for the different occupations. The first viewpoint expressed is certainly too narrow for the modern world. If a pupil is worth educating for years, it surely is only fitting that steps be taken to ensure that that education is going to be used to the best advantage. With the vocational world revolutionized by the war, the school's task in fitting pupils for the toughest job competition in history is enormous. If the school does not accept its responsibility of adjustments to the occupational world, then some other agency is going to try to do it. This will not bring the best development of individuals, because the school already has accepted many functions in the guidance field and it is unbelievable that there should be any division of responsibilities. This certainly does not mean that outside agencies should refrain from participating and co-operating in many branches of guidance work. While every agency interested in the welfare of youth can do much, the work of guidance should be centred in the school.

The second viewpoint is the result of a lack of understanding of the true function and nature of guidance. Guidance is not any magic. It is not something to be undertaken by individuals fired with some missionary zeal. It is based on a simple fact. Every school child from the time he is first faced with the necessity of making decisions and choices that will affect his future, vitally needs help in understanding his own talents, in selecting the school course that will best develop those talents, and finally in choosing, training for and entering the occupation for which he is best fitted.

Good schools and good teachers have always given considerable guidance to many students. But the providing of such assistance so vital to adjustment in the occupational world cannot be left to mere chance. So by the establishment of guidance programs in our schools, it is not expected that they will be superstructures added to our schools, but through scientific procedures and trained counselors allotted time to do the work, guidance will become an integrating force for all education.

Moreover, it is false guidance to consider that there are tests which can give the solution to all guidance problems. Tests are simply a means of measuring some particular characteristic which is only one factor which must be considered in determining what steps should be taken. The interpretation of tests is extremely important. It must be done carefully.

R. W. B. Jackson, Ontario College of Education, expresses it very clearly in the following words: "The reader may ask whether, if the use of test results is so restricted, the tests are worth using at all. Tests give us valuable information, and there is no other method of getting it. By all means use these tests, therefore, but season the results generously with the clarifying salt of common sense."

Recognizing that guidance is not something to be accomplished by tests alone, and also that it is something that will not be successful except through the integration of the activities of the entire school personnel, the question of what organization is practicable and feasible might be raised. It can be accomplished by co-ordinating those guidance activities already found in our schools through three media. They are cumulative records which are tangible evidences that the schools are making careful studies of the individual students, a more intensive and concerted attempt to acquaint pupils with occupational information, and specially trained teacher-counselors who will methodize and co-ordinate the guidance activities.

**Records** So first a study of the individual must be made. This does not mean merely compiling a record of the pupil's school progress and achievement, but also keeping a record of such items as family background, occupational interests, test results, participation in extra-curricular activities, hobbies, work experiences, significant

items on health, and many other items of pertinent information. This record should be a continuous one from the time of entering school until school leaving. It will require the co-operation of all principals and teachers to keep it up-to-date. One of the greatest advantages of such records will be the continuity. The knowledge gained by one teacher concerning pupils will be very helpful to other teachers in effecting adjustment in higher grades. Likewise, the information gathered by elementary teachers will be made available to secondary school teachers.

Organizations outside of the school, such as Children's Aid Societies, Boy Scouts, Girl Guides, Family Service Bureaus, and many others too numerous to mention, may contribute information of a confidential nature that will be helpful to guidance counsellors. On the other hand, school authorities may co-operate with such agencies in acquainting them with information about individuals who need assistance.

If education is a continuous process, continuous and detailed records are inevitable. The only objection which ever has been, or can be raised about student personnel or cumulative records is the amount of clerical work necessary to keep them up-to-date. But if they are desirable, they are administratively possible. Furthermore, in introducing them into the schools it is hoped that some provision can be made for the clerical work without requiring too much time from the teacher-counsellor

whose time will be much in demand for the specialized work.

Then the second division of the organization for guidance is a more intensive and concerted attempt to acquaint pupils with occupational information. It is unnecessary to prove the statement that pupils have very little knowledge of the occupational world, and that our schools should do more to give pupils information on the world to be faced when leaving school. Classes in "Occupations" where instruction is provided as in any class such as mathematics, social studies, etc., are the most valuable of all the methods which can be used. Such classes are now obligatory for Grade IX students in Ontario. Many schools are providing such instruction in other grades of the secondary school. Also certain elementary schools are introducing "Occupations" into Grades VII and VIII. The purpose of such instruction is to make the pupils vocation conscious—not to hasten them into any occupational choice. It is rather to give pupils accurate and up-to-date information about the occupational world, and to bring them to a realization that a choice based on accurate information and sound reasoning is better than one based on some mere whim or fancy. This is emphasized because many pupils are not ready to make a choice. Furthermore, this is reasonable because a large number of those in junior grades who have made a choice will change it before school leaving.

So it is essential that the work taken in such classes be not a mere compilation of the requirements of a few occupations. The course of study must contain such topics as factors to be considered in choosing an occupation, how to study, value of an education, rightful habits of living, development of personality, an examination of fields of work, factors to be taken into consideration in choosing an occupation, and information on entrance requirements to universities and other training institutions.

Also much valuable information can be disseminated by films, talks by outside speakers, teachers vitalizing subject matter by reference to occupations, books, pamphlets, radio programs, work experiences, and older successful people sharing their knowledge of occupations with the younger inexperienced pupils. These are a few methods by which pupils may gain knowledge of the world of work in general, and details of occupations in particular.

Then with a study of the individuals in our schools, and with a study of the world of work, it is possible by expert and skilful counselling (interviewing) to make all the school work effective. Such guidance must be handled by a person with the proper personality and training. Unless this is the case there is danger that much advice of an amateur nature might be given which would be more harmful than helpful.

#### WHAT KIND OF PERSON CAN BE A SATISFACTORY COUNSELLOR

In *The Revelation and Nurture of Counsellors*,\* the author says "Assuming for the sake of easy discussion that one person can perform all the duties of a counsellor, what kind of person would he be? Obviously he should be a person with:

1. *Good Basic Intelligence.* He should have a mind that can use knowledge whether this is obtained through experience, through formal teaching, or otherwise.
2. *Copious General Information.* The counsellor should be a person of culture, in the best sense of the word. He should have a vast knowledge of the world and its ways, especially in the field of occupations. While that knowledge need not be encyclopedic, it certainly cannot be meagre.
3. *Intensive Special Information.* The field of occupations is his special concern. Not only must he know what the possibilities are for future employment, but what are the roads of education and training that lead to them. He must also know about people, the motives, the inhibitions, the quirks, the springs that make them the individuals that they are. He must know about men and women and things.
4. *Special Skills.* The counsellor must be skilful in the employment of certain techniques—the technique of testing, the technique of interviewing, the technique of finding jobs and placing people in them, and so on.
5. *Special Personal Qualities.* He must have both sympathy and objectivity. He must be an integrated individual. He certainly must not be one of those who, in the desire to compensate for their own soul-troublings, feel a mission to help everybody else. He must be wholesomely energetic and at the same time delicately sensitive to the weaknesses of others. He must, in fact, be a very extraordinary person."

\**The Revelation and Nurture of Counsellors*, by F. J. Keller, Occupations XVI, pp. 728-731, May 1938.



Through trained teacher-counselors, who have time allotted to do this work, assistance is given to the pupils to crystallize their thoughts about an occupational choice. While there may be some who will say "I know myself. I know myself better than anyone else in the world", it is certain that the average individual does not know perfectly the person whose face he sees only in a mirror. Pupils need assistance in marshalling facts about abilities. In *Principles and Techniques of Guidance* by Lefever et al, this fact is expressed in these words: "Proof is readily available that man realizes his need of help and is constantly attempting to do something about it. One has but to study the advertisements to realize the truthfulness of this assertion. 'Good money' would not be paid newspapers and magazines over a period of years if financial returns were not forthcoming to advertisers of shortcuts to happiness. . . . With such systems as astrology, card reading, crystal-ball gazing, palmistry, personology, phrenology, and tea-leaf reading about him, man needs guidance as to which guidance *really guides*".

While the teacher-counselor will not be qualified to tell a student to follow this occupation or that occupation, he can do much toward directing the student's thinking along the line of certain fields of occupations. For example, all evidence may point toward an individual's success in occupations requiring manual dexterity, or any one of many different fields. Thus

the pupil's thinking is channelled into a certain definite area. But if or when a pupil has made a choice, it will be the duty of the teacher-counselor to study carefully the pupil's personnel record so that he may point out any stumbling blocks on the road to success. By so doing, the individual may come to realize that another road may be the better one, or on the other hand he may want to remove the obstacles. Thus the interview centres around the pupil's plan, what vocation, if any, he has chosen; what his strong and weak points are; what prospects he has for continuing his education; and how his assets, liabilities and plans harmonize with his vocational choice. By such interviewing, the pupil will come to feel that choosing a vocation is a serious undertaking for which the responsibility rests with him and will also come to feel that the counsellor is ready and able to give him further help. What is most important is that the work is done *confidentially*.

Furthermore, it is not a case of disregarding the plans of parents. It is only fitting that a parent should be ambitious for his child, but any plan should be in line with the child's abilities and capabilities. Parents can and should do much to encourage their children in making choices. Parents have information that the school counselor needs, and the school counselor has information that would be helpful to parents. So each can assist the other.

It must not be thought that guidance is entirely new. All good



teachers have done guidance and will continue to do so. But the increasing complexity of the occupational world with its great number of choices makes organized guidance a necessity. We must remember that one of the main reasons why so many people give so many years to their schooling is the desire to gain economic security. Guidance is a realistic approach to

this problem of adjustment. In recognizing that guidance is the problem of helping every child make the most of himself as a member of a democratic society, educationalists realize that guidance specialists in the school alone cannot meet the challenge, nor can teachers, social workers, or a national plan. It is a task for all, the approach being through the school.

---

## News from the Provinces

### British Columbia

Plans are being made for further staff development for the rural workers of the Social Assistance Branch early in 1945 through two Regional Staff Conferences at Nelson and Prince George. Miss Marjorie Smith, Director of the University Course in Social Work, will conduct Institutes in Case Work each morning, relating her material closely to the departmental topics to be discussed in the afternoon sessions.

The departmental discussions will be led by the Superintendent and Assistant Superintendent of Welfare, by the Superintendent of Child Welfare, the Supervisor in Family Services, and the Social Service Supervisor of the Old Age Pensions Department.

A feature of the Conferences will be the inclusion of other Government officials, teachers, Public

Health nurses and local magistrates at certain of the sessions related particularly to the field of work they individually cover in co-operation with the work of the Social Assistance Branch.

In December *WELFARE*, page 12, the number enrolled in the Course in Social Work at the University of British Columbia, was given at 61 full-time students. This figure should be corrected to 42 full-time and 19 part-time and special students.

---

### Saskatchewan

A proposal for extended recreation has been submitted to the people of Saskatchewan by the Physical Fitness and Recreational Division of the Provincial Department of Public Health, in accordance with the Physical Fitness Act passed by the Dominion and Saskatchewan governments.

### Manitoba

The Dauphin Children's Aid Society has been dissolved and its functions have been absorbed by the Provincial Department of Public Health and Welfare. The district office will be maintained at Dauphin.

By general agreement, the Winnipeg Children's Home has been sold to the Department of Veterans Affairs, possession being given in January when fifty veterans moved in. The building was no longer suitable for the specialized care which children's institutions need to provide if they are to supplement foster home care for normal children, and the sale not only removed the burden of heavy overhead but opened the way for the Children's Home Board to move forward with enthusiasm into the modern field of child care. More than 100 new boarding homes were offered, sixteen children were placed and arrangements were made to house the other children temporarily.

---

Miss Florence Philpott goes to Winnipeg as the General Secretary of the Y.W.C.A. Previously she was with the Family Welfare Association in Montreal.

Mr. Harold D. Barbour has been appointed Executive Director of the Community Chest of Greater Winnipeg. Mr. Barbour has done outstanding work as President of the Winnipeg Children's Aid Society.

### Ontario

Reorganization of the Welfare Council of Toronto and District has resulted in the setting up of four Divisions.

The Recreation and Education Division with thirty members will work through two assemblies to be known as the Recreation and Education Agencies' Assembly and the Professional Workers' Assembly. One of the immediate projects which this Division will undertake is the extension and improvement of leisure time opportunities, particularly through community centres.

Functional committees, of which there are at present eight, will carry out the work of the Division on Child and Family Welfare to which fifty-four organizations belong. Among the initial tasks to be carried out will be the planning of new monthly service reports, uniform for groups of similar agencies, thus facilitating the compilation of statistics.

With a venereal disease control program all ready to go into action, with nutrition standards again being discussed, with the work of the Pre-Natal Educational Committee proving such a success that expansion is already a necessity, the Health Division is faced with many pressing but interesting problems. This is true also of the Division on the Care of the Aged. The twenty members of the latter Division are preparing to give comprehensive consideration to the many difficulties surrounding the care of elderly people.

All Divisions of the Toronto Welfare Council, in proportion to their size, name representatives to the Board which consists of forty people made up of twenty-four nominees from the Divisions; ten elected at the annual meeting; three named by the United Welfare Chest Board and three co-opted.

In addition to the four Divisions, there are three Departments operating with committees, also with major representation from Divisions. These are Interpretation and Education; Voluntary Services, including the Women's Voluntary Services recently amalgamated with the Council; and the Social Service Index.

---

Mr. Bert Beaumont, formerly Managing Director of the Children's Aid Society of Hamilton, has been appointed Director of Child Welfare in the Ontario Department of Public Welfare.

---

Flight-Lieut. Clare H. Vinnels, formerly director of program for men and boys at University Settlement, Toronto, and who was associated with the Big Brother movement before enlisting in the R.C.A.F. in 1942, succeeds Mr. Beaumont in Hamilton.

---

An interesting development of Children's Aid work is the opening of a branch office of the Kitchener (Waterloo County) Society at Galt, with Miss Veronica Franck

in charge. The office will be housed with the Family Service Bureau which will give opportunity for close relationship between the two agencies. The new offices are located at 27 Dickson Street in Galt, in the same building with the Mothers' Allowance Commission and the Ontario Training School for Girls. There is a waiting room, general office and two private offices, recently renovated and re-decorated to present a very attractive appearance.

Miss Franck's district will cover not only the City of Galt but the whole of South Waterloo County.

Port Arthur and Fort William Children's Aid Societies have taken steps to establish a family court. Their Boards, with the advice of their superintendents, decided that nothing less than a family court could meet the need of their communities. It is a common experience that domestic cases outnumber juvenile cases three to one and in all domestic cases children are involved.

---

Miss Rowan Paterson has returned to Canada after serving with the Canadian Children's Service in Wales. She has accepted the position of Superintendent of the Renfrew County Children's Aid Society.

---

Miss Marion Slater, also returned to Canada from service overseas with Canadian Children's Service, has been appointed to the staff of the Toronto Infants Homes.

### Quebec

Three organizations—the Junior League of Montreal, the Jewish Junior Welfare League and La Ligue de la Jeunesse Feminine—who last spring publicized the needs of youth by putting on a Delinquency Prevention Week, are continuing to act together under the name of Youth Bureau.

A Boys and Girls Week, the word "delinquency" having been dropped, is now being organized to rouse the public to the problems, ambitions, activities and interests of children. The Youth Bureau hopes that as a result they may be successful in inspiring a year-round program of activity which will develop worthwhile opportunities for Montreal youth.

Dr. Ewart G. Hinds, has been appointed Assistant Psychiatrist to the Mental Hygiene Institute in Montreal. Dr. Hinds is a graduate in medicine of McGill, a Bachelor of Theology of McMaster, and obtained his degree of Doctor of Philosophy at Edinburgh University. During the past two years he has been a Teaching Fellow in Pathology at McGill and Resident Physician at the Verdun Protestant Hospital.

### Nova Scotia

Administrative changes in Nova Scotia include the appointment of Mr. H. S. Farquhar, as Director of Old Age Pensions and Pensions for the Blind, and of Mr. F. R. MacKinnon as Director of Child Welfare and Mothers' Allowances.

---

### FEDERAL APPOINTMENT

**R**EADERS OF *WELFARE* will be interested in news of the appointment of Wing Commander R. Byrns Curry, of Kentville, Nova Scotia, as Director of Family Allowances for the Department of National Health and Welfare. Mr. Curry is a graduate of Acadia University, of the Harvard Law School and the University of London in Education.

Prior to enlistment in the R.C.A.F., he was Inspector of High Schools for Nova Scotia and after service in the R.C.A.F. was released to be Deputy Chairman of the Canadian Legion Educational Services. Mr. Curry has travelled widely in the United Kingdom and on the continent and is an authority on education and social legislation as applied to children.

*"I am not at all afraid for England; we shall stand till the day of judgment."*— PITT

## Social Security in the Eighteenth Century

TOWARD the end of 1795, the young Prime Minister of England, William Pitt, prematurely aged by his struggle against the revolutionary forces of the time, went down to stay with a friend in Essex and, after talking one evening of the good fortune which an industrious and virtuous labourer could enjoy in Britain, was taken by his host to view the dwellings of the poor in the town of Halstead. Lord Roseberry has written that the Minister surveyed it in silent wonder, and declared he had no conception that any part of England could present a spectacle of such misery.

Arthur Bryant, in his book, *The Years of Endurance—1793-1802\**, says it was perhaps because of this incident that Pitt, in a year dark with storm, gave so much of his thought to a far-reaching scheme of social reform which, had it been adopted by Parliament, might have changed the tenor of English history.

Pitt "had already made partial attempts to adjust the social system to the new conditions of economic life, exempting dwellings with only one hearth from hearth tax and modifying the right to expel newcomers who might become chargeable to the rates.

\*Excerpts from *The Years of Endurance* are reproduced by permission of the author.

"Early in 1796 he took a more momentous step. At the end of the previous session, Samuel Whitbread—the great fermentator—had introduced a measure for fixing minimum wages, erroneously asserting that, while wages had risen threefold in the past two centuries, the price of food and clothing had multiplied seven and fifteenfold. Pitt, in demolishing these extravagant claims, took the wind out of Whitbread's sails by a plea for family allowances, compulsory national insurance, and a general system of technical education. He declined to consider a minimum wage as an infringement of economic law: 'trade, industry and barter will always find their own level and will be impeded by regulations which violate their natural operation and derange their proper effect.' But to the chagrin of the Foxites he promised to introduce a Bill which should place the whole question of poor relief on a national basis.

"The measure was delayed by the general election of the summer. But on November 12, 1796, Pitt laid it before the House. It provided that a father, unable to support his children, should receive a shilling a week for each child until it became self-supporting, and that poor and industrious persons whose

wages fell below a certain level should have a legal claim on the rates for any deficiency. Up to this point the Bill did no more than give a national stamp to the provisions of Speenhamland. But in its remaining clauses it was revolutionary. By a bold use of national credit it empowered parish authorities to advance money for the purchase of a cow to any industrious man unable to support his family by his own unaided efforts. It established a Parochial Fund, to be raised by weekly subscriptions and rates, for contributory old-age pensions. And it created in every parish or union of parishes a School of Industry for training children in some craft or trade until they grew up. To feed them the uncultivated waste in every parish was to be enclosed by the Overseers. To meet the needs of agriculture boys over 14 and girls over 12 could be hired out at harvest time for a period of not more than six consecutive weeks. The work of the schools was to be supervised by the magistracy and the clergy. "With reform", the Prime Minister declared, defending a project far in advance of his time, "you disarm the Jacobins of their most dangerous weapon".

"Pitt had copies of his Bill printed and circulated to experts. In their marginal comments a few approved whole-heartedly. But the general verdict of experience and authority was adverse. Indoor work for Schools of Industry, it was stated, would unfit boys for field labour; public morals would

be ruined by allowing illegitimate children to qualify for relief; the labourer would sell or eat the cow advanced him by the parish. Most scathing of all was the great jurist, Jeremy Bentham, on whose chilling logic the next age was to rear the structure of Victorian utilitarianism. To him Pitt's remedies seemed wildly sentimental and dangerous. The Bill, it was felt, required more disinterested virtue than either the poor or the guardians possessed.

"It was certainly far in advance of the prevailing level of British administrative science. The fury with which it was assailed by the magistrates of Mary-le-bone and St. Giles proved this. Their sole conception of their duty was to keep the rates down and their only use for pauper children sale to the north country factories. Assailed by so much detailed criticism, the bill was withdrawn for amendment. Pitt never had another opportunity of introducing it. Few could see any reason for so costly a measure in a time of war and high taxation; in any case food prices had dropped with the better harvest of 1796, and the early part of the winter was exceptionally mild. The English mind could only envisage the immediate task of winning the war, and could not look beyond it. Within a few weeks the nation was in the throes of the worst financial crises of its history, and any scheme for increasing the alarming burden of tax and rate-payers had ceased to be practical politics."



## Book Reviews

**BOYS ARE WORTH IT**, by Kenneth H. Rogers, M.A., Ph.D. Ryerson Press, 56 pp. Price 75 cents.

This book, by the General Secretary of the Big Brother Movement of Toronto, who is well-known as an authority on juvenile delinquency, is a challenge to all social workers and community leaders. He depicts in his treatment of the subject a new approach to the problem of juvenile delinquency, namely, the co-ordination of all agencies at work in the treatment and prevention of this social misconduct.

In the opening chapters, Dr. Rogers discusses at some length juvenile delinquency as it exists to-day. Statistics show a marked increase in all phases of delinquency during the war years. Theft, habitual truancy and incorrigibility predominate both in occurrence and degree of intensity. The loss of trained leaders to the Armed Services and war industries is but one of the factors contributing to this abnormality.

In the following chapter it is shown that from a national standpoint there is no back-drop of co-ordinated services in operation at the present time. Extracts from the juvenile delinquency section of the report of the Royal Commission to investigate the Penal System (1938) are used to illustrate this lack of co-ordinated services. Arising out of this Report, four steps are given consideration by the author as a broad approach to

the problem. These are: a provincial organized system of family and juvenile courts, a broad educational policy centrally directed for the whole of Canada, adequate and suitable recreation for all children and general and specific preparation for vocational and occupational employment.

The Juvenile Court as an institution ministering to the needs of the child comes in for a careful scrutiny. Many pertinent suggestions are put forward for re-defining of Juvenile Court philosophy and technique. The distinctions and implications of group work and case work as tools of the social service worker are also briefly touched on. Herein the author emphasizes that recreational group work is not the 'cure-all', but must be co-ordinated with intelligent case work to obtain the maximum results. The possibility of helping the individual through first helping the gang, is put forward as an able suggestion.

Considerable space and thought is devoted by Dr. Rogers to the basic features relating to the Toronto situation.

The latter chapters of the book are devoted to such topics as the establishment of youth centres and youth councils in communities and the place of the church in assisting to combat juvenile delinquency. These observations are both thoughtful and interesting to read.

In his book Dr. Rogers has developed a realistic plan of attack for confronting the problem of

juvenile delinquency. His book is a definite contribution in directing the thoughts of readers at large to this vital subject.

CLARE H. VINNELS,  
*Managing Director, The Children's Aid Society of Hamilton.*

**CONSERVING MARRIAGE AND THE FAMILY**, by Ernest Groves. Published by The Macmillan Company. \$1.75. 138 pp.

Family agencies and protection departments of Children's Aid Societies will find this book both interesting and helpful. Professor Groves, whose work in the field of marriage relations is too well known to need comment here, has compiled 120 pages of practical discussion of marital situations, which open new channels of thought and fresh points of view to the workers struggling to uncover the complicated maze of marriage relationships and maladjustments.

He warns against a hasty and ill-considered divorce, which is often no solution to the real problem, and deals with infidelity in a most thought-provoking manner, distinguishing between various qualities or degrees of unfaithfulness and what they indicate. The guilt reaction of the unfaithful partner, extra-marital pregnancy and sexual incompatability are dealt with and the emotional tensions and release of inhibitions contingent upon life in wartime.

When no overt action has taken place or open break occurred, Professor Groves lays bare for the reader's consideration the situations where quarrels between hus-

band and wife are frequent, suggesting some of the more common explanations, such as irritability caused by nervous fatigue, frustration and discontent, basic differences in outlook and desire to dominate.

He proceeds through chapters on mother-in-law trouble, financial problems, differences of opinion regarding management of children, and sums up his short chapter on divorce with the statement,

"If you are determined to get a divorce . . . test yourself with a trial divorce. Live long enough as if you were divorced to find out how you will like having this break made legal. The experience may prevent you making a great mistake."

The comparatively new field of marriage counselling receives recognition in his conclusion and at the same time he warns against the fact that people without adequate training or for commercial gain may enter into this counselling field with consequent results of confusion or even blackmail. He notes that this situation obtained some years ago in the field of psychoanalysis and that it was necessary for the psychoanalysts to protect themselves by establishing standards of training and experience for those engaging in their special field of service.

"Beware", he says, "of anyone claiming to be a domestic counsellor who has not had professional training and who does not subscribe to a code of ethics as exacting as that assumed by every reputable physician."

There is a short bibliography on the general subject of conserving marriage and the family. N.L.





# CANADIAN *Welfare*

*a magazine on social welfare  
published eight times a year by*

THE CANADIAN WELFARE COUNCIL  
245 COOPER ST., OTTAWA, CANADA

## PUBLICATION DATES

January 15, March 1st, April 15th,  
June 1st, July 15th, September 1st, October 15th, December 1st

Subscription price, \$1.50 per annum  
Single copies 25 cents

Printed by Runge Press, Ltd., Ottawa

Signed articles which appear in WELFARE should be regarded as expressing  
the opinion of the writer, and not necessarily the point of view of the  
Board of Governors of the Canadian Welfare Council.

## The Canadian Welfare Council

Was founded in Ottawa, in 1920, as the result of a National Conference of Child Welfare Workers,  
convened by the Child Welfare Division, Dominion Department of Health.

### OBJECT

- (1) To create throughout the Dominion of Canada an informed public opinion on problems in the field of social welfare.
- (2) To assist in the promotion of standards and services which are based on scientific principles and which have been proved effective in practical experience.

### METHODS

- (1) The preparation and publication of literature, arrangement of lectures, addresses, radio and film material, etc., and general educational propaganda in social welfare.
- (2) Conferences. (3) Field Studies and Surveys. (4) Research.

### MEMBERSHIP

The membership falls into two groups, organization and individual.

- (1) Organization membership shall be open to any organization, institution or group having the progress of Canadian Social Welfare wholly or in part included in their programme, articles of incorporation, or other statement of incorporation.
- (2) Individual membership shall be open to any individual interested in or engaged in welfare work, upon payment of the fee, whether that individual is in work, under any government in Canada, or not.

### EXECUTIVE STAFF

Executive Director .....	
Assistant Executive Director .....	Miss Nora Lea
Executive Assistants .....	Miss Eurith Goold
	Miss Marie Hamel, M.A.
	Mr. Joseph E. Laycock, M.A. (on active service)
Administrative Assistant .....	Miss Enid Wyness, B.A. (on active service)
Executive Treasurer .....	Mr. Alastair S. MacTavish